

The Effect of Work Environment and Work Discipline on Employee Performance of PT Cibubur Indah Motor

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Abstract

The purpose of this study is to analyze the influence of the Work Environment and Work Discipline on the Employee Performance of PT. Cibubur Indah Motor. This type of research is included in the category of casual associative quantitative research. The source of research data is primary data using a questionnaire with a Likert point scale of 5. The sampling technique used is saturated sampling. This research was conducted at PT. Cibubur Indah Motor. The analysis technique used in this study is multiple Linear Regression. The results of the analysis show that the Work Environment and Work Discipline both play a role.

Keywords : Work Environment, Work Discipline, Employee Performance

Introduction

The success of a company is not always measured by how much money it has, but there is something more important, namely Human Resources (HR) in the company. The better the quality of a company's employees, the higher the company's competitiveness against other companies. Employees are valuable assets that need to be considered and developed properly so that companies must pay attention to every detail of programs related to human resource development in order to produce competent and highly competitive employees. Honda first started when the Honda company was founded in Japan, which was founded by Soichiro Honda on September 24, 1948. One of the companies that holds an official permit as a Honda product agent is PT Honda Prospect Motor. Motor became the sole agent for the Honda car brand in Indonesia. This company only carries out marketing, assembly and manufacturing activities for Honda cars. PT Honda Prospect Motor or HPM was established in 1973. In 1999 PT Prospect Motor Joint Venture with Honda Co. Ltd to open a Honda car assembler and sole distributor company, then PT Honda Prospect Motor was formed which would carry out marketing, assembly and manufacturing activities for Honda cars in Indonesia. The company is headquartered on Jalan, Gaya Motor I Sunter II Jakarta, then opened a factory office in 2002 in Karawang, West Java. PT Honda Prospect Motor plays an important role in the development of the Indonesian automotive industry. This is evidenced by the continuous product innovation, so that now Honda is able to launch products that are taken into account in the national and international automotive markets.

PT Cibubur Indah Motor is an official private company engaged in the Honda Car Dealer sector which focuses on sales services, spare parts, repairs and re-checks on car body parts due to collisions or deep scratches. PT Cibubur Indah Motor was established in 2004 as an Authorized

Honda Dealer In Jabodetabel (Cibubur Area) which is located at Jalan Alternatif Cibubur, Jatikarya, Jatisampurna, Bekasi City, West Java. To continue production with continuous quality improvement efforts, of course, superior human resources are needed. Because the company's management must achieve targets, the company is very dependent on employee performance and human resource management carried out by the company to its employees so that the company can achieve its goals and continue to grow.

The importance of human resources in an organization requires supervision of employee performance and provision of supporting facilities to improve employee performance. The performance of employees who have high potential is very much needed by the company, considering that employee performance is the driving force behind achieving the company's goals. This indicates that there is a positive relationship between the company's employees and the company where they work. Employee performance at PT Cibubur Indah Motor is quite good, seen from the service that remains excellent. However, employee performance is still found to be imperfect, seen from several employees who are still negligent in carrying out their respective duties and responsibilities, lack of cooperation with fellow company employees resulting in low employee performance and lack of work discipline. The achievement of a company depends on how an employee carries out his work and always maintains discipline and how optimal the management of human resources is carried out by the company to its employees.

Employee Attendance Data of PT Cibubur Indah Motor in 2023

No	Month	Attendance			Total
		Leave	Sick	Late	
1	January	5	4	9	18
2	February	7	5	8	20
3	March	6	4	5	15
4	April	5	2	6	13
5	May	4	8	4	16
6	June	4	6	6	16
7	July	7	3	5	15
8	August	5	4	3	12
9	September	5	3	6	14
10	October	9	4	5	18
11	November	7	3	5	15
12	December	8	5	7	20

Source: Employee absence data report of PT Cibubur Indah Motor as of 2023

Based on table 1 above, it can be seen that the level of employee absence of PT Cibubur Indah Motor still lacks discipline as seen from the data on absence of leave, sickness and lateness of PT Cibubur Indah Motor employees. The increase and decrease in absence in a certain month reached 20 employees who were absent, which is quite high. If employee absence is ignored, it will affect the overall performance of employees. From the explanation above, that by improving

employee work discipline properly, namely providing a comfortable work environment and good relationships between fellow employees and superiors. Then employees will be motivated to do their best in carrying out their duties.

Employee performance will not increase without a work environment, the work environment is everything around workers that can influence them in carrying out the tasks assigned. The work environment in a company is very important to pay attention to because it can influence someone in carrying out the tasks given both directly and indirectly. The work environment is the atmosphere where employees carry out their activities every day.

A conducive work environment provides a sense of security and allows employees to work optimally. If employees are very comfortable with the work environment, then the employees will feel safe and comfortable in doing their jobs so that a work discipline attitude emerges. On the other hand, if the work environment is not good, it can reduce employee performance productivity.

The work environment at PT Cibubur Indah Motor is good, as seen from employees who are safe and comfortable in the work environment, conditions and circumstances like this really influence employee performance in carrying out their duties and responsibilities. PT Cibubur Indah Motor has also provided an adequate work environment such as a comfortable office layout, a clean office environment, good air ventilation and sufficient lighting as well as a comfortable working atmosphere, interactions or relationships between fellow employees and leaders are well established.

In addition to the work environment, another element that affects employee performance is work discipline. An employee's responsibility in carrying out obligations will reflect quality work discipline. Therefore, every manager always tries to ensure that their employees have good discipline.

Work discipline at PT Cibubur Indah Motor is quite good, seen from employees who always obey applicable company regulations. However, there are still some employees who are negligent in carrying out their duties and there are still employees who arrive late during working hours which have a direct impact on the company. The achievement of a company depends on how an employee carries out their work and always maintains discipline.

From the explanation above, the purpose of this study is to determine the influence of the work environment and work discipline in improving employee performance and what obstacles are faced, so that less than optimal performance and work discipline are still found, with the hope of continuing to develop good quality resources.

Theoretical Framework

Employee Performance

Performance is the result of a process that refers to and is measured over a certain period of time based on previously established provisions or agreements. According to Mangkunegara (2017:9) employee performance is the result of work in terms of quality and quantity achieved by an employee in the ability to carry out tasks in accordance with the responsibilities given to him by his superiors. Meanwhile, according to Afandi (2018:84) performance is the result achieved by a person according to the applicable standards for the job in question.

Employee Performance Indicators

According to Mangkunegara (2017:75) performance indicators are as follows:

- 1) Work quality; Work quality is the quality that must be produced in work.
- 2) Work quantity.; Work quantity is the amount that must be completed and achieved in work.
- 3) Work constraints; Whether or not it can be relied on is whether employees can follow instructions, have initiative, be careful and diligent in working.
- 4) Work attitude; Work attitude that has towards the company, other employees, work and cooperation.

Work Environment

The work environment is a very important part when employees carry out work activities. By paying attention to a good work environment, it will create working conditions that can provide motivation to work, and then it will influence employee enthusiasm in working and provide a sense of comfort that will allow employees to be able to work optimally.

According to Afandi (2018:65) the work environment is everything that is around employees and can influence them in carrying out the tasks assigned to them, for example with air conditioning (AC), adequate lighting and so on. Meanwhile, according to (Sedarmayanti, 2017) the work environment is all the tools and materials faced, the surrounding environment where a person works, their work methods, and their work arrangements both as individuals and as a group.

Sedarmayanti (2017:26) said that the work environment can affect employee performance because a person will be able to carry out their activities well, so that optimal results are achieved if supported by appropriate environmental conditions. Meanwhile, according to Sedarmayanti (2017:135), the work environment is a place where there is a group where there are several supporting facilities to achieve the company's goals in accordance with the company's vision and mission. From several definitions of the work environment, it can be concluded that the work environment is a place around employees that can influence someone in carrying out their work, the work environment also includes interactions or relationships between employees and organizational leaders.

Work Environment Indicators

Work environment indicators proposed by Sajuni, (2017), namely:

- 1) Work Atmosphere

Work atmosphere is a condition that exists around employees who are doing work that can affect the implementation of the work itself. This work atmosphere will include the workplace, facilities and work aids, cleanliness, lighting, tranquility including work relationships between people in that place.

- 2) Relationships with Coworkers

Relationships with coworkers, namely harmonious relationships with coworkers and without any mutual glances between coworkers. One factor that can influence employees to

remain in one organization is the existence of a harmonious relationship between coworkers. A harmonious and familial relationship is one factor that can affect employee performance.

3) Availability of Work Facilities

This means that the equipment used to support smooth work is complete/up-to-date. The availability of complete work facilities, although not new, is one of the supporting processes in the work.

Work Discipline

Work discipline is an attitude, behavior, and actions in accordance with the rules that have been implemented by the company, written or unwritten, and if an employee has violated the rules that have been implemented, sanctions will be imposed.

According to Afandi (2018:12), the discipline in question is a tool used by managers to change behavior and as an effort to increase awareness and willingness of a person to obey all company regulations and applicable social norms. Meanwhile, according to Hasibuan (2017), work discipline itself can be interpreted as a person's awareness and willingness to obey company or organizational regulations and applicable social norms, where employees always come and go home on time and do all their work well.

According to Indah Puji Hartatik (2019:183), she states that work discipline is a tool used by managers to change behavior and as an effort to increase awareness and willingness of a person to obey all company regulations and applicable social norms. Meanwhile, according to Indah Puji Hartatik (2019:183), discipline is a person's awareness and willingness to obey all company regulations and applicable norms. From several definitions of work discipline, it can be concluded that work discipline is a concept and rule in an organization or company to encourage its members to increase awareness and willingness to obey all company regulations and applicable social norms.

Work Discipline Indicators

According to Sinambela (2019:355-356) work discipline indicators consist of the following:

1) Attendance

This is a basic indicator for measuring discipline, and usually employees who have low work discipline are used to being late for work.

2) Compliance with work regulations

Employees who obey work regulations will not neglect work procedures and will always follow the work guidelines set by the company.

3) Compliance with work standards

This can be seen through the great responsibility of employees for the tasks entrusted to them.

4) High level of alertness

Employees who have high alertness will always be careful, full of calculation and precision in working, and always use something effectively and efficiently.

5) Working ethically

Some employees may take rude actions to customers or be seen in inappropriate actions. This is a form of indiscipline so that working ethically is a manifestation of employee work discipline.

Method

This type of research is included in the category of causal associative quantitative research. The source of research data is primary data using a questionnaire with a Likert scale of 5 points. The sampling technique used is a saturated sample. Population and Sample, The population of this study is all employees of PT. Cibubur Indah Motor, totaling 53 people. The sample of this study is a saturated sample, namely all members of the population are sampled, so that the sample in this study is 53 employees. The data analysis technique uses multiple and simple linear regression analysis.

Result and Discussion

Result

1. Validity test results

The validity test aims to measure whether a questionnaire is valid or not, which can be seen by comparing the calculated r with the table r . A questionnaire is said to be valid if the correlation of each factor is positive and is 0.3 or above, then the factor is a strong variable. From the results of calculating the correlation score of each statement item of the employee productivity, leadership, and motivation instruments from 53 respondents with a total of 6 statements each with a total of each respondent, valid results are obtained because the value is more than 0.30.

2. Reliability test results

This reliability test is a measuring instrument that tests measurements consistently. This test is carried out by comparing the value or score of Cronbach alpha with a value of 0.60. Cronbach alpha must be greater than 0.60 to be said to be reliable.

Tabel 1. Reliability Test Result

Variables	Cronbach Alpha	Critical value	Information
Work Environment	0,842	0,60	Reliabel
Work Discipline	0,903	0,60	Reliabel
Employee Performance	0,796	0,60	Reliabel

Source: Data processed in 2024

Based on Table 1, all research instruments have a Cronbach's alpha value > 0.6 , thus the research instruments can be declared reliable and can be used as research instruments.

1. Multiple linear regression analysis

Table 2: The Influence of Work Environment and Work Discipline on Employee Performance of PT. Cibubur Indah Motor.

Variables	Parameter					
	R	R ²	Constanta	Regression Coefficient	Sig.	α
Work Environment	394.8	213,9	5,498	0,334	0,00	0,05
Work Discipline				0,403		

Sig. TestingF count > F table = **79,653 > 3,18****Description: Employee Performance Variable****Data source processed 2024**

$$\text{Regression Equation } Y = 5.498 + 0.334 X1 + 0.403 X2$$

Based on Table 2, the calculated F value is greater than the F table ($79.653 > 3.18$), meaning that there is a positive and significant influence of leadership and motivation on employee productivity at PT. Cibubur Indah Motor. The regression coefficient of Work Environment and Work Discipline has a positive and significant effect on employee Performance at PT. Cibubur Indah Motor at a real level of 99%. The regression coefficient of Work Environment is 0.334, meaning that if there is an increase in the Work Environment once, then the Performance of employees at PT. Cibubur Indah Motor will increase by 0.334 times or vice versa assuming the Work Environment does not change. The regression coefficient of Work Discipline is 0.403, meaning that if there is an increase in Work Discipline once, then the Performance of employees at PT. Cibubur Indah Motor will increase by 0.403 times or vice versa assuming the Work Discipline does not change.

2. Simple linear regression analysis**Table 3: The Influence of Work Environment on Employee Performance PT. Cibubur Indah Motor**

Variabel	Parameter					
	R	R ²	Constanta	Regression Coefficient	Sig.	α
Work Environment	1,792	0,274	5,208	1,007	0,000	

Sig. TestingF count > F table = **10,473 > 0,025****Description: Employee Performance Variable****Data source processed 2024**

$$\text{Regression Equation } Y = 5.208 + 1.007 X1$$

Based on Table 3, the coefficient of determination (R²) value is 5.498, meaning that the Work Environment contributes 549.8% to the Employee Performance of PT. Cibubur Indah Motor, while the remaining 450.2% is contributed by other factors not studied. The regression coefficient of the Work Environment is significant at a real level of 99%

on the Employee Performance of PT. Cibubur Indah Motor. The regression coefficient of the Work Environment is 0.334, meaning that if there is an increase in Employee Performance once, then the Employee Performance of PT. Cibubur Indah Motor will increase by 0.334 times. The calculated t value is greater than the t table ($10.473 > 0.025$), meaning that there is a significant influence of the Work Environment on the Employee Performance of PT. Cibubur Indah Motor.

Table 4: The Influence of Work Discipline on Employee Performance at PT. Cibubur Indah Motor

Variable	Parameter					
	R	R ²	Constanta	Regression Coefficient	Sig.	A
Work Discipline	4,054	0,619	7,419	0,561	0,000	0,05

Sig. Testing
F count > F table = 12,232 > 2,000856

Description: Work Discipline Variable

Data source processed 2024

$$\text{Regression Equation } Y = 7.419 + 0.561 X1$$

Based on Table 4, the coefficient of determination (R²) value is 7.419, meaning that Work Discipline contributes 741.9% to Employee Performance 12.232 > 2.00856 PT. Cibubur Indah Motor, while the remaining 258.1% is contributed by other factors not studied. The regression coefficient of Work Discipline is significant at a real level of 99% on Employee Performance of PT. Cibubur Indah Motor. The regression coefficient of Work Discipline is 0.403, meaning that if there is an increase in Employee Performance once, then the Employee Performance of PT. Cibubur Indah Motor will increase by 0.403 times. The calculated t value is greater than the t table ($12.232 > 2.00856$), meaning that there is a significant influence of Work Discipline on Employee Performance of PT. Cibubur Indah Motor.

Discussion

The Influence of Work Environment and Work Discipline on Employee Performance at PT. Cibubur Indah Motor

Based on the results of the study, it shows that the work environment and work discipline encourage increased employee performance at PT Cibubur Indah Motor. This is stated by the results of the ANOVA test or F-test which shows that the calculated F value is greater than the F table value ($79.653 > 3.18$) with a significance level of 0.000 where the significance value is less than 0.05 ($0.000 < 0.05$). it can be concluded that the work environment and work discipline simultaneously have a positive and significant effect on employee performance. The results of this study are in accordance with the results of research conducted by Kusmiyatun and Sonny (2021), Daspar (2020), Nurjaya (2021) and Agustriani et al. (2022), which state that the work environment and work discipline affect employee performance.

The Influence of the Work Environment on the Performance of PT Cibubur Indah Motor Employees

Based on the results of the study with the results of the t test which showed a calculated t value greater than the t table value ($10.473 > 0.025$) with a significance level of where the significance value is smaller than 0.05 ($0.000 < 0.05$), so it can be concluded that X1 work environment partially has a positive and significant influence on employee performance.

This shows that improving the work environment encourages increased employee performance through the work atmosphere, relationships with coworkers and the availability of work facilities. The work atmosphere in question is the emotional condition felt by employees that can affect the work itself including work facilities, cleanliness, lighting, tranquility and relationships between coworkers. Where the work atmosphere can improve employee performance. The relationship with coworkers in question is the interaction formed between individuals involving communication and cooperation such as the relationship between coworkers and superiors supporting employee work. The availability of work facilities in question is the provision of facilities and infrastructure needed by employees to carry out tasks effectively and efficiently. Where the availability of work facilities is one of the supporting processes in working. In this study, the work environment indicator that has the greatest influence on employee performance is the work atmosphere.

So it can be concluded that the first hypothesis is proven to be accepted, meaning that the work environment partially has a positive and significant influence on employee performance. The results of this study are in accordance with the results of research conducted by Kusmiyatun and Sonny (2021) and Daspar (2020) which state that the work environment has a positive and significant effect on employee performance.

The Influence of Work Discipline on Employee Performance at PT Cibubur Indah Motor

Based on the results of the study with the results of the t-test which showed that the calculated t value was greater than the t-table value ($12.232 > 2.00856$) with a significance level of 0.000 where the significance value is less than 0.05 ($0.000 < 0.05$) so it can be concluded that X2 work discipline partially has a positive and significant influence on employee performance. This shows that work discipline encourages increased employee performance through attendance, compliance with work regulations, compliance with work standards, high levels of alertness and ethical work. The presence in question is the existence of someone who is physically present at the workplace and is mentally involved. Compliance with work regulations in question is an employee's commitment to comply with and follow the rules, policies, and procedures set by the company. Compliance with work standards in question is an employee's compliance with the norms, criteria, and procedures that have been set by the company to ensure quality and consistency in work. The high level of alertness in question is a state where someone has a good awareness of the surrounding environment and is able to identify potential risks or threats. Working ethically means the principle of carrying out work by complying with good norms and values in the work environment. In this study, the indicator that has the greatest influence on employee performance is attendance. So it can be concluded that the second hypothesis is proven to be accepted, meaning that work discipline partially has a positive and significant influence on employee performance. The results of this study are in accordance with the results of research conducted by Nurjaya (2021) and Agustriani (2022), which stated that discipline has a positive and significant effect on employee performance.

Conclusion and Suggestion

Conclusion

Based on the results of the study and discussion on the influence of leadership and motivation on the performance of PT Cibubur Indah Motor employees, several conclusions can be drawn as follows: 1. Work environment and work discipline can improve the performance of PT Cibubur Indah Motor employees. 2) The work environment supports the improvement of the performance of PT Cibubur Indah Motor employees. 3). Work discipline encourages the improvement of the performance of PT Cibubur Indah Motor employees.

Suggestion

Based on the research results and conclusions that have been made regarding the influence of the work environment and work discipline on employee performance, the author provides recommendations for further researchers as follows:

1. For the development of science

In the development of human resource management science, currently science is needed that drives employee performance. This is because more and more companies are competing to improve employee performance. Therefore, science is needed to improve human resources. This science can be done by reading many references. So it is hoped that human resource management science in the company will run well.

2. For further research

It can be a consideration for further research so that in the future it can further develop and apply the science obtained from this research by applying the theories in this research in the field, so that things that are considered still lacking can be improved.

3. For Company

a. Work Environment

Currently, companies are competing to improve the work environment. Judging from the results of this study, indications of variable weaknesses are in the indicators of relationships with coworkers. This can be an evaluation for companies in improving interactions between individuals and fellow coworkers. Such as by communicating, working together, and supporting each other. Positive relationships with coworkers will help create a harmonious work environment.

b. Work Discipline

From the research results, it can be seen that there are indications of weaknesses in the work discipline variable in the indicator of compliance with work standards. This can be an evaluation for the company to follow the rules or procedures that have been set by the company. These work standards are made to be efficient and consistent in carrying out tasks and to maintain safety and compliance with regulations in the company. Compliance with work standards is a form of responsibility and professionalism of an employee.

c. Employee Performance

From the research results, it can be seen that there are indications of weaknesses in employee performance variables in the work constraint indicators. This can be an evaluation for the company in order to identify problems, find solutions, and prevent the recurrence of these constraints. Such as by means of good communication, conducting routine evaluations and providing training and development to employees. Work constraints can occur, but it is important to

manage them properly so as not to hinder the achievement of company goals.

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